

# West Virginia Public Health Workforce Survey

March 2012

# Overview

- Purpose of the West Virginia Public Health Workforce Survey
- What is the basis of the Workforce Survey?
- Use of Core Competencies in the United States
- What you need to do to participate

# Purpose of the West Virginia Public Health Workforce Survey

- Who is involved?
- Why is it important?
- How will it be administered?
- How will the results be used?

# Who is involved?

- Centers for Disease Control Funding
  - Strengthening Public Health Infrastructure for Improved Health Outcomes
  - For more information about the funding go to:  
<http://www.cdc.gov/stltpublichealth/nphii/index.html>
- Collaboration between
  - WV Bureau for Public Health
  - West Virginia Association of Local Health Departments
  - Southeast Public Health Training Center, North Carolina Institute for Public Health, UNC Gillings School of Global Public Health
- Supported by the West Virginia Public Health Workforce Workgroup
- Survey participants
  - All Bureau for Public Health employees
  - 6 local health departments will be included in the Bureau for Public Health rollout as a pilot

# Why is it important?

- Strengthen current public health workforce and improve recruitment strategies
- Assist in the development of accurate job descriptions
- Understand, assess, and meet education, training, and workforce needs
- Develop training and technical assistance programs
- Support the establishment of an appropriate classification system for public health workers

# How will it be administered?

- UNC will email survey announcement with link to on-line survey
  - Individual results will be kept confidential
- Estimated time to complete is 20 to 30 minutes
- Survey tool includes:
  - Demographic questions
  - Participant selects appropriate tier
  - Competency questions within each of the eight domains

# How will the results be used?

- Workforce survey data will be summarized as follows:
  - Bureau for Public Health Office Level Reports
  - Local Health Department Reports
- Aggregate level data may be shared and used by various DHHR agencies, Legislative entities and educational institutions in support of efforts to improve the quality of Public Health service delivery in West Virginia.
- Results will be used to document the current workforce and support efforts to increase and enhance the workforce of the future.

# What is the Basis of the Survey?

- **Core Competencies for Public Health Professionals**
  - Definition of a Competency
  - Description of a Competency
  - Examples of Using the Core Competencies
  - Structure of the Competencies



# Core Competencies for Public Health Professionals

## Definition of a Competency

- Action-oriented
- Delineates essential knowledge, skills, and abilities
- Describable and observable

# Core Competencies for Public Health Professionals

## Description of Core Competencies

- Set of skills desirable for the broad practice of public health
- Developed by Council on Linkages Between Academia and Public Health Practice in 2001
- Builds upon the Ten Essential Public Health Services
- Utilizes Three Tiers to Describe Levels of Experience and Responsibilities
- Utilizes Eight Domains to Describe Categories of Public Health Practice

# Core Competencies for Public Health Professionals

## Examples of Using the Core Competencies

- Conduct workforce needs assessments
- Develop discipline-specific competencies
- Review curricula
- Refine personnel systems

# Core Competencies for Public Health Professionals

## Structure of the Core Competencies

- *3 Tiers Reflecting Various Career Stages*
  - **Tier 1 – Non-Management Level**
    - Carries out non-management day-to-day tasks of the public health organization
  - **Tier 2 – Management Level**
    - Responsible for program management and/or supervisory functions
  - **Tier 3 – Leadership Level**
    - Senior managers or leaders with responsibility for program functions and organizational strategy and vision

# Core Competencies for Public Health Professionals

## Structure of the Core Competencies

### ❖ *Eight Domains of Core Competencies*

1. Analytic/Assessment Skills
2. Policy Development and Program Planning Skills
3. Communication Skills
4. Cultural Competency Skills
5. Community Dimensions of Practice Skills
6. Public Health Science Skills
7. Financial Planning and Management Skills
8. Leadership and Systems Thinking Skills

# Use of Core Competencies in the United States

- Utah State Health Department
- Georgetown University School of Nursing and Health Studies  
and Arlington, Virginia Department of Human Services
- University of Illinois – Chicago School of Public Health
- Local Health Department in Michigan

# Use of Core Competencies in the United States

## Utah: Workforce Needs Assessment

- Developed questionnaire for supervisory and managerial staff
- Able to determine which areas program managers had high levels of proficiency and where training needs were the greatest

# Use of Core Competencies in the United States

## Virginia: Discipline-Specific Competencies

- Core competencies incorporated into public health nursing text
  - ✓ Used as core text at many undergraduate schools of nursing
  - ✓ Used as supplemental text at graduate schools of nursing



# Use of Core Competencies in the United States

## Illinois: Curriculum Review and Development

- Framework for designing multiple online training programs
  - All 68-core competencies addressed in training series
- “Public Health 101” and “Bioterrorism Preparedness 101”
- Series of 45 courses regarding cross cutting public health skills for public health professionals

# Use of Core Competencies in the United States

## Michigan: Personnel System Refinement

- Competencies defined for each position when beginning process of recruitment and hiring
- Enhanced county hiring process to better meet needs of public health department

# What you need to do to participate

1. An email will be sent with a link to all Bureau for Public Health Employees and the six local health department pilot agencies from Liz Mahanna, UNC.
2. Set aside 20 to 30 minutes to complete the survey.

**If you have questions please contact:**

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